

02/18/03 07:54

User F115938

Printer AAUM

NOTE 02/09/03 16:44:51 F677062

To: Mary Lucas

Ken Haverkost

From: Johnna Havard

Date: 02/09/03

Subject: Old Ways.....

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Once again, Jaime is up to his old ways again. I have 2 incidents for you. On Saturday, Jaime was supposed to come in at 7:00am and be the opening PIC because Tonia and I were scheduled at 8:00. When I drove through the main entrance of the parking lot, his Durango was the only vehicle parked by the HOM entrance. Then my employees came and said that he had snuck his way through the HOM side then to the back. If he was going to be late, he could have called one of us to come in and open but he didn't. Also for someone that harps on tardiness to his fellow employees, then he needs to lead by example, especially if he is the Manager. The other incident was Sunday(today), I recieved a call about 7:30 from Jaime, that his son had went to a party and had got sick and he was staying home to take care of him. He was scheduled at 6:00am. Then about 3:00pm, his son was seen with his girlfriends kids prouncing around like he was okay. Then shortly after that I saw him showing with his son. I say these incidents to you because I feel that he thinks he can get away with this and nothing will be done to him. I also feel that he should lead by example, instead of showing to our employees that what he is doing is "okay". This in my eyes and everyone that I work with, is unacceptable. It also screws up the way we try to run our democracy throughout our ALE department. I hope something is done about this excessive tardiness of his because it is showing everyone else in the store that this is okay. I don't think it is because what kind of leader is that, if he isn't going to be punctual and keep his word?

Johnna Havard JN/158

01/28/03 06:28

User F115938

Printer AAUG

REPLY 01/27/03 14:41:33 F677062

To: Mary Lucas

From: Johnna Havard

Date: 01/27/03

Subject: Just Checking in...

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Reference: Your note of 01/23/03 13:57 attached below

Good to hear from you and thank you to the both of you for listening. It has been a bumpy ride here but if anything I have learned what not to do in my next position. I just got back from my trip back home(Fairbanks) and was able to release myself and get back to where I needed to be mentally and physically. It was nice, especially what we have been going through here. I really appreciate everything that Ken and you did. Thank you. Now with Mr. San Miguel, I hope that he has changed but since I was gone for five days, I have been hearing complaints since I got back and that he has gone back to his old ways. I had Lonia(relief asst.) come up to me and stating that she felt like he was putting all of the blame on her for something that wasn't totally her fault. Also Rhonda and him had got into it again and I had only heard a little on that situation. So far with Jaime and myself, we haven't had any "problems" or arguments since our talk and compromises. It has been alright so far but I will definitely let you know if I have any other problems, but thank again for being there to listen.

Thank you for your time,

Johnna C. Havard, ALE asst. mgr JN/158

----- ATTACHED NOTE -----

To: Johnna Havard

From: Mary Lucas

Date: 01/23/03

Subject: Just Checking in...

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Just wanted to see how things went this week and if Mr. San Miguel is staying true to his promises?

Ken and I looked for you to say goodbye but you had already left. We wanted to thank you for bringing these issues forward.

Please keep me posted on the progress at JN.

Thanks.